Compassion and the Complexity of LGETQI+ Identity and Experience

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WESTMINSTER

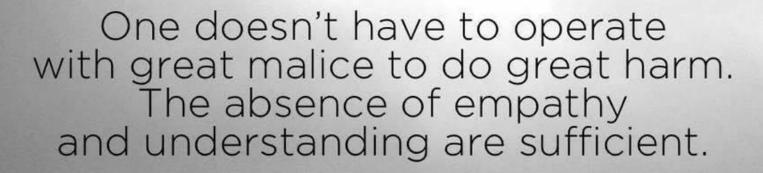
SALT LAKE CITY + UTAH











Charles M. Blow



Commitment to providing

Exceptional Service



to diverse cultures takes 4 unique forms:



Familiarization with selected cultural characteristics, history, values, belief systems, and behaviors of another cultural group

Developing sensitivity and understanding of another cultural group. Cultural awareness must be supplemented with cultural knowledge.





Knowing that cultural differences as well as similarities exist, without assigning values (better or worse, right or wrong) to those cultures

COMPETENCE

Integration and transformation of knowledge into specific standards, policies, practices, and attitudes to increase the quality of services; thereby producing better outcomes.

Emphasizes the idea of effectively operating in different cultural contexts.

WHATTOENPER

- Discuss Terms and Definitions
- LGTTQI+ Lived Experiences
- Application of knowledge to improve interactions with LGTQI+ community

Without courage compassion falters; and without compassion there's no direction for courage.





Brave Spaces vs. Safe Spaces

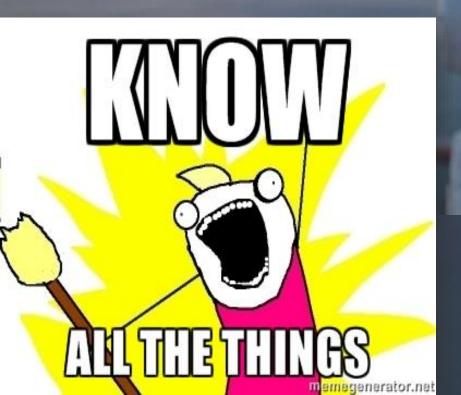




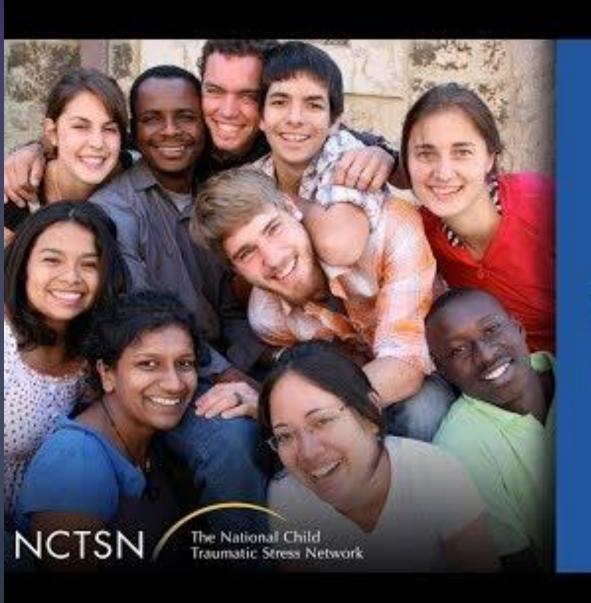
It is from numberless diverse acts of courage and belief that human history is shaped. Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope.

(Robert Kennedy)

People tend to be very curious and don't feel competent if they don't







LGBTQ Youth: Voices of Trauma, Lives of Promise

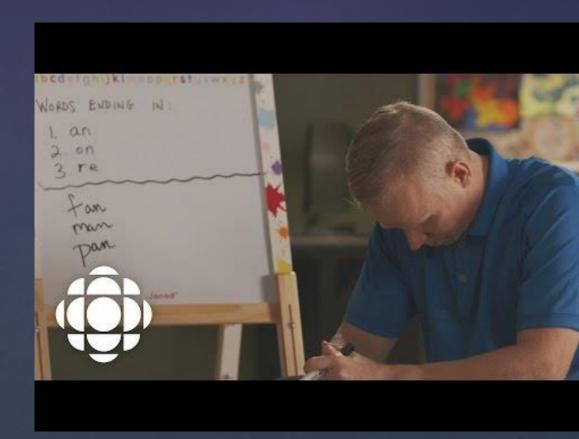


Section 1: Knowledge

Familiarization with selected cultural characteristics, history, values, belief systems, and behaviors of another cultural group

Alphabet Soup: "Why so many %*\$#&! letters? What do they all mean?"

Lesbian
Gay
Bisexual & Pansexual
Transgender & Cisgender
Queer
Intersex
Gender Non-Conforming





Lesbian











Bisexual & Pansexual



starring

MICHAEL LANDON · YVONNE LIME · WHIT BISSELL · TONY MARSHALL

Produced by HERMAN COHEN • Directed by GENE FOWLER Jr. • Screenplay by RALPH THORNTON A JAMES NICHOLSON-SAMUEL ARKOFF Production • AN AMERICAN INTERNATIONAL PICTURE

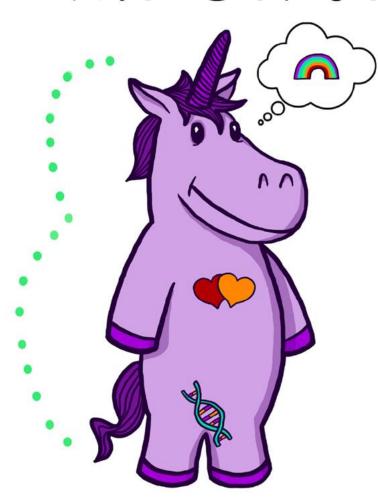
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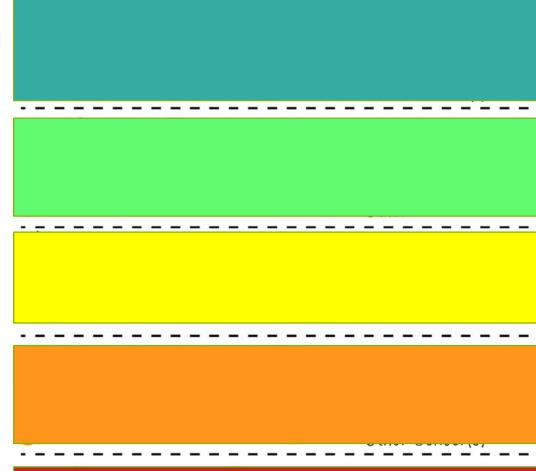


CRAZY EX CW GIRLFRIEND

The Gender Unicorn

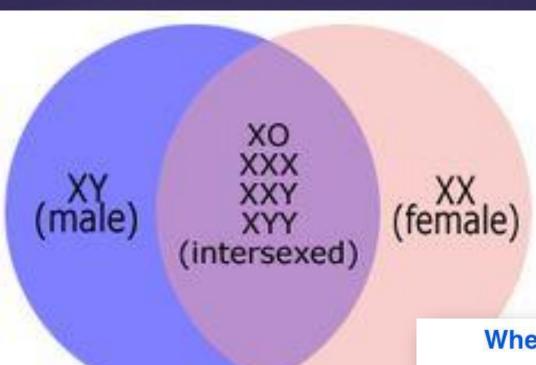




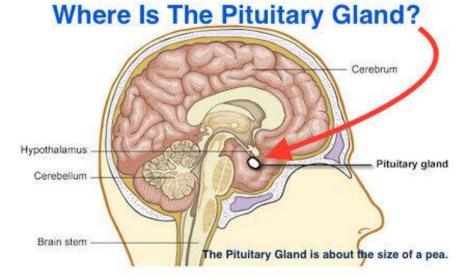


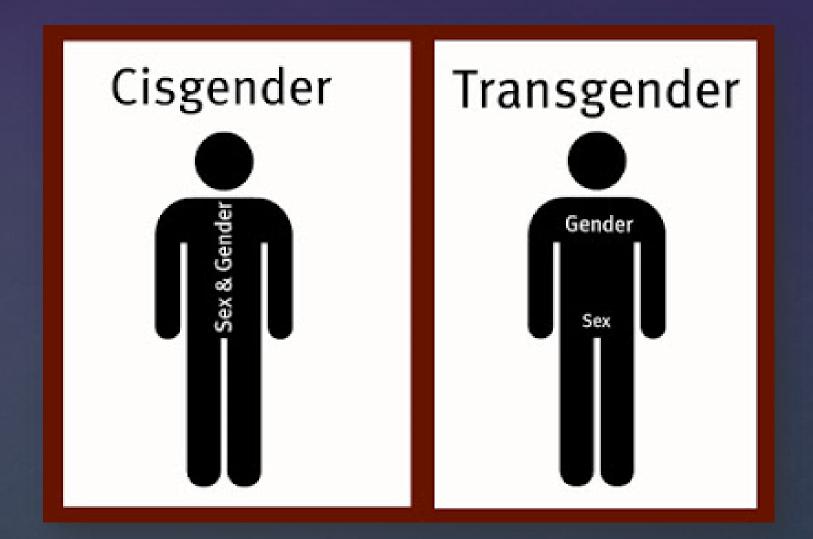
To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan



Intersex





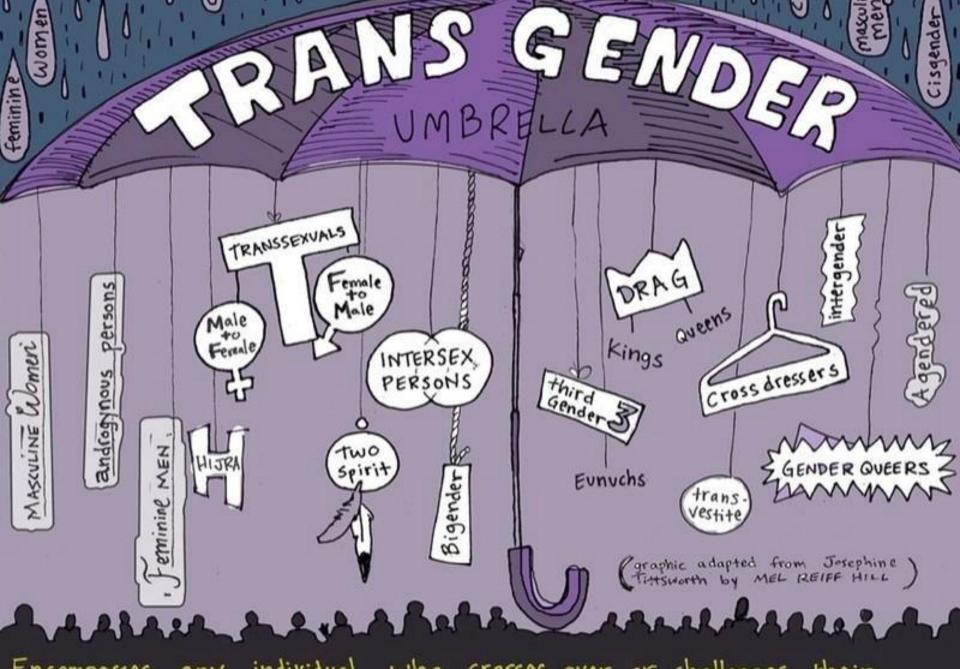
Cisgender





Transgender

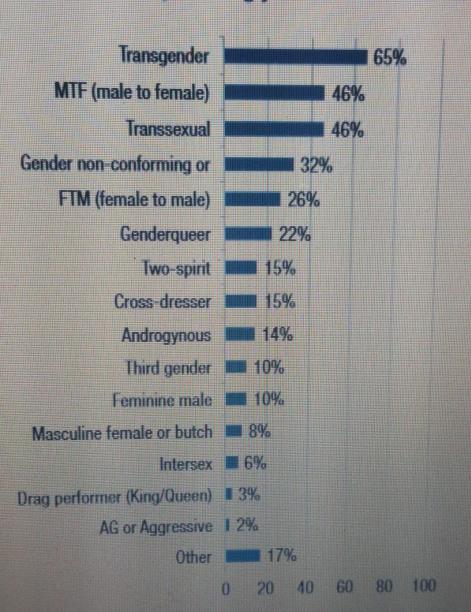


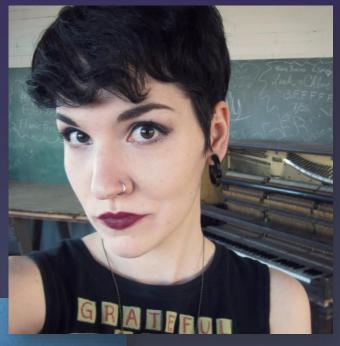


Encompasses any individual who crosses over or challenges their society's traditional gender roles and lor expressions.

B

Percentages of respondents who selected that they "strongly" indentified with term









Queer & Questioning







Gender Non-Conforming (GNC)



Section 2 Awareness:

Developing sensitivity and understanding of another cultural group. Cultural awareness must be supplemented with cultural knowledge.

WHATTOEXPECT

- LGTTQI+ Lived Experiences
 (Connecting risk factors to disparate outcomes)
- Application of knowledge to improve interactions with LGLTQI+ community



Knowledge is knowing a tomato is a fruit. Awareness is recognizing not to include it in a fruit salad.



Awareness moves us from knowledge to sensitivity

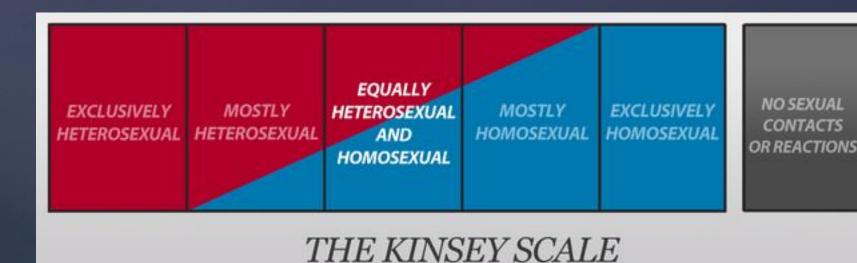
Is it a choice to be queer?











What are the lived experiences of LGBTQIA+ people?



A societal or community bias whereby cultural institutions and individuals are conditioned to expect others to live and behave as heterosexuals.

heterosexism



All it means when people say "you're speaking from a place of privilege" is that you're likely to underestimate how bad the problem is by default because you are never personally exposed to that problem. It's not a moral judgement of how difficult your life is.

Hetero and Cis Privilege: Finding Compassion for Experiences that are different than ours. #startbybelieving



Heterosexual Privilege

I can live with my partner, doing so openly to all.

GENDER NEUTRAL RESTROOM



THIS BATHROOM
IS FOR
EVERYONE

Cisgender Privilege

I can use public restrooms without fear of verbal abuse, physical intimidation, or arrest.



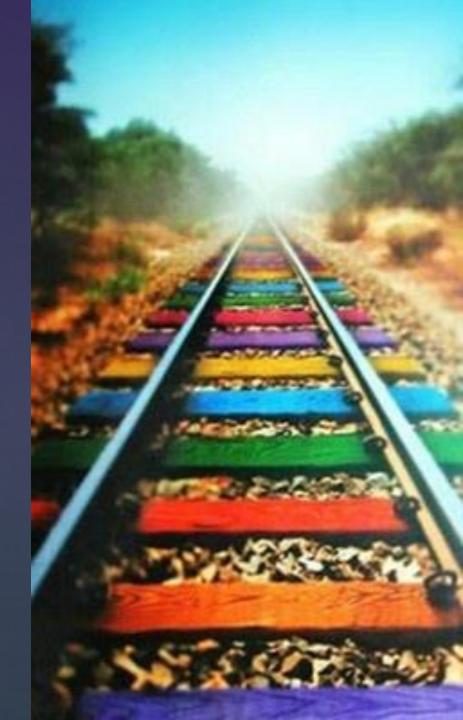
or expression.



Cisgender Privilege

Strangers don't assume they can ask what my genitals look like or how I have sex.

I have the ability to walk through the world and generally blend-in, not being constantly stared at, whispered about, or laughed at because of my gender expression.



Heterosexual Privilege

I can hold hands with my partner in public without fear for my safety.

I am employed in my career of choice without fear of being fired for reasons out of my control.

I have immediate access to my loved ones in the case of an accident or emergency.





Privilege

Variety of Diverse Positive Role Models

Hollywood depicts people of my gender, and does not consistently make my identity the punchline of a





I do not have to remind friends, family, teachers, and classmates repeatedly which gender pronouns to use when referring to me.





"COMING OUT" ... "of the closet." is the process by which someone...

- 1. Accepts and identifies with their gender identity and/or sexual orientation; and
- 2. Shares their identity willingly with others.

Sometimes

We talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions — sometimes daily — that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "out" \implies in some spaces, and "in" \implies in others. \implies / \implies to Family \implies / \implies to Friends \implies / \implies to Classmates/Coworkers \implies / \implies to Religious Community A decision to come out to a person or group is one of <u>safety</u>, <u>comfort</u>, <u>trust</u>, \nmid <u>readiness</u>.

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), regardless of your intentions (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

- 1. Say "I always knew," or downplay the significance of their sharing with you.
- 2. Go tell everyone, bragging about your "new trans friend."
- 3. Forget that they are still the person you knew, befriended, or loved before.
- 4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
- 5. Assume you know why they came out to you.
- 1. Know this is a sign of huge trust! (Yay!)
- 2. Check-in on how confidential this is (Do other people know? Is this a secret?)
- 3. Remember that their gender/sexuality is just one dimension (of many) of who they are.
- 4. Show interest and curiosity about this part of them that they are sharing with you.
- 5. Ask them how you can best support them.

D0:





Section 3: Sensitivity

Knowing that cultural differences as well as similarities exist, without assigning values (better or worse, right or wrong) to those cultures





Warning Signs of Compassion Fatigue in Staff





- 1. DIRECTING OUR ATTENTION TO OUR EXPERIENCE AS IT UNFOLDS.
 - 2. TRAINS US TO RESPOND SKILLFULLY TO WHATEVER IS HAPPENING; GOOD OR BAD.
 - 3. IMPROVES OUR THOUGHT PROCESS, FEELINGS AND CONCERNS FOR OTHERS.
 - 4. HELPS US PERFORM BETTER, FEEL CALMER AND LESS DEPRESSED.



Your body is present. Is your mind?

Past Present Future

Doug NEILL



Feeling Overwhelmed? Remember "RAIN"

Four steps to stop being so hard on ourselves.

Allow the

experience

to be there,

just as it is

 \mathbf{R}

Recognize what's going on

Investigate with kindness N

Natural awareness, which comes from not identifying with the experience

A Mindful S.N.A.C.K.

The next time you're feeling stressed out, overwhelmed, or unsure, reach for a moment of calm awareness: a mindfulness SNACK. Here's how to do it:

Stop

Just stop

op Not

whatever you're doing. (Stopping, by definition, requires us to begin again. We can always begin again.) Notice

What is happening within and around you? Accept

This is a tricky one. Whatever it is you're struggling with (time, kids, sleepiness, frustration) acknowledge it for what it is, without judgment.

Curious

Ground yourself with questions about your experience and environment: What am I feeling? What do I need right now? Kindness

Respond to yourself and others (mistakes and all) with kindness and observe how that helps things get back on track.

By Carla Naumburg, PhD (carlanaumburg.com)





Diversity

Everyone is individual and differenct



Equality

Equal access to opportunities



Inclusion

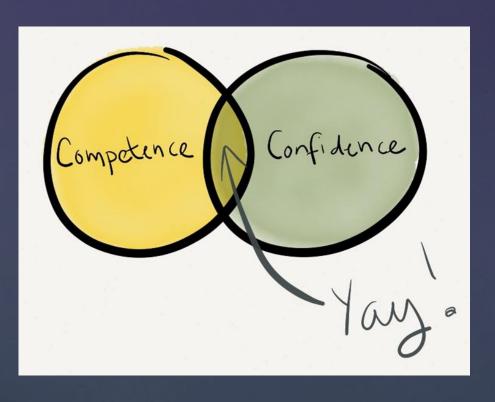
Inclusion is a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best at work

inclusion = DIVERSITY + ENGAGEMENT





Section 4: Competency



Emphasizes the idea of effectively operating in different cultural contexts.

Integration and transformation of knowledge

into specific standards, policies, practices, and attitudes

to increase the quality of services;

thereby producing better outcomes.



The importance of Allies: Creating safe spaces for LGETQI+ people https://vimeo.com/205834046/f2d69df025

Being an Ally

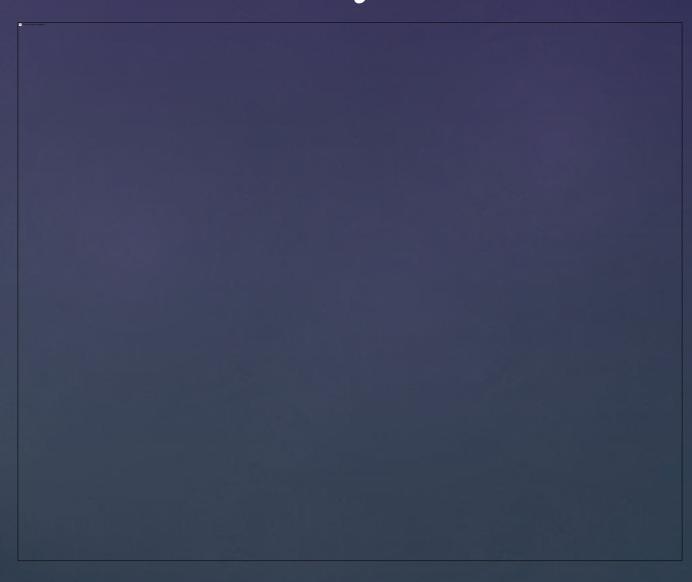
What is an



A person of any sexual orientation or gender identity who supports and honors sexual diversity, who works toward combating homophobia and transphobia, and is willing to explore and understand these forms of bias within each of us.

- Don't make assumptions about someone's sexual orientation or gender identity (JUST LISTEN!)
- Remember that LGBTQIA+ people are a diverse group
- Stand up! Express support for LGBTQIA+ people and confront derogatory statements, even when you don't think there is an LGBTQIA+ person around
- Language is of key importance

How to be an ally:



Areas for Intervention: Schools

-Address bullying

-Support QSA/GSAs







That's so...

heinous hiceouding and hapless foolist corrupties foolist unfortunate stup trash at rockets at rock

you choose Gay?
Buy a dictionary.

I think I just heard you say...

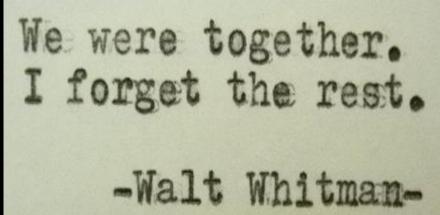
That'S SO Gay!"

nere are some other things you could say ludicrous. naïve. frivolous. irrational. interesting. curious. eccentric. bogus. weak. foolish. goofy. insipid. absurd. ridiculous. annoying. asinine. pathetic.

G.S.A yesterday. surreal. wack(y).

Areas for Intervention: Schools

-Include facts about queer people in art and history



Areas for Intervention: Schools



-Teach comprehensive and inclusive sex education







Areas for Intervention: Schools

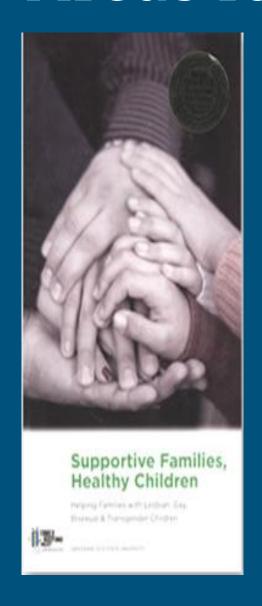


Does SOGI need to be disclosed to parents?

How can we manage that and keep the youths' trust?

-Policies and direction for school counselors

Areas for Intervention:



LG TQI+ Experiences of Family & Community Rejection





Rejecting Behavior:

Telling them you are ashamed of how they look or act

Rejecting Behavior:

Excluded from family or friend activities



Rejecting Behavior:

Refusing to talk about person's LGTTQIA+ identity







Accepting Behaviors





Require that others respect the LGETQI+ person

№ Listen

Understand

8 Validate

Express positive regard when person discloses LGETQI+ identity

Rejecting Behavior

Blaming a person who experiences discrimination

Pressuring to be more (or less) feminine or masculine



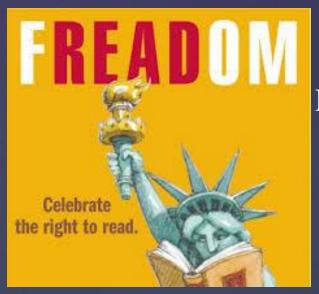
Accepting Behaviors

Advocate when mistreated because of LG TQI+ identity

Support person's gender expression



Rejecting Behavior



Prevented from learning about their identity or finding LGBTQIA+ resources



WARNING

Content may cause you to question your worldview.



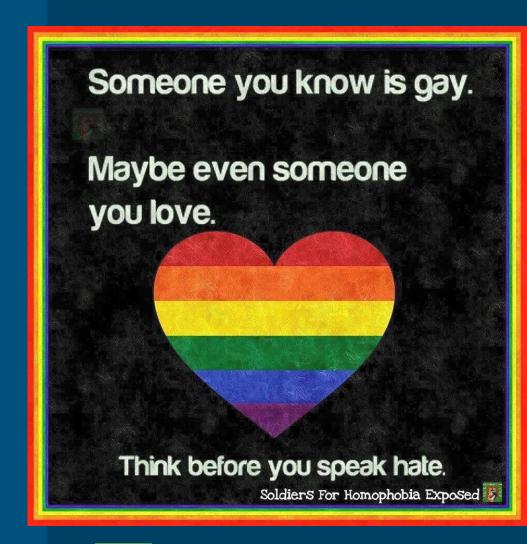
Trying to change their sexual orientation or gender identity

Sexual orientation and gender identity are NOT choices.

Conversion Therapy is unethical and dangerous.

Accepting Behaviors

Do not allow anti-gay sentiments to be expressed





Would you CHOOSE to be

TOLERATED

or to be

WHOLLY ACCEPTED

as you are?





- Welcome LGETQIA+ friends into the home
- Support person in attending LCBTOIA+ local events or activities

"You have some queer friends,
Dorothy," she said. 'The queerness
doesn't matter, so long as they're
friends," was the answer.





ACCEPTANCE LGETQI+ Youth Experience

Results

Highly rejected people were:



More than 8 times as likely to have attempted suicide



Nearly 6 times as likely to report high levels of depression



More than 3 times as likely to use illegal drugs 3

More than 3 times as likely to be at high risk for HIV and STDs

Small changes in behavior have direct impact on:

- Depression
- Suicide
- Homelessness
- Substance abuse
- ► HIV and STIs
- Self-esteem
- Life satisfaction
- Hope for the future

IF YOU'RE OUT IN PUBLIC AND YOU CAN'T FIGURE OUT A STRANGER'S GENDER, FOLLOW THESE STEPS:



- They, them, their
- "What are your gender pronouns?"
- Mirror language, allow people to choose their own pronouns and labels
- * "Partner," "Are you seeing someone?"

"Students will be allowed to use the restroom of their choice."





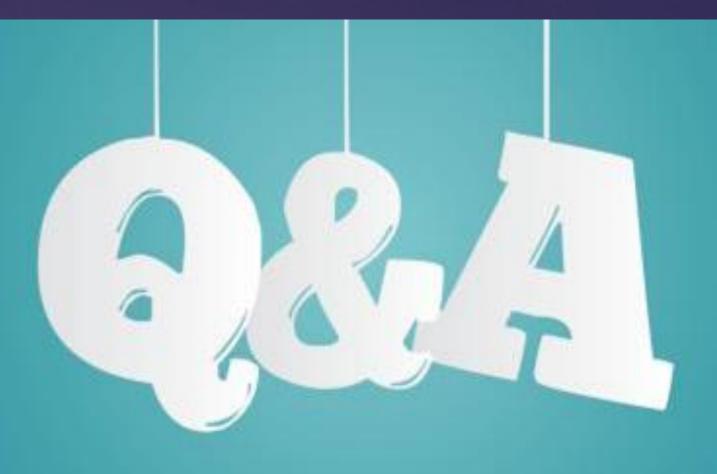




everyday feminism

PFLAG Chapters:

- ▶ Ephraim/Sanpete County:
 - · drbuck55@hotmail.com
- ▶ Logan/Cache Valley:
 - · Active FB Page & pflaglogan@gmail.com
- ♣ Price
 - pflag.price@gmail.com
- Provo/Utah County
 - provopflag.org Active FB page provopflag@gmail.com
- Salt Lake City:
 - http://pflag-saltlakecity.org/ (801) 688 2281 slcpflag@gmail.com
- St. George
 - (435) 313-3366
 - pflag.saintgeorge@gmail.com





Hallmarks of the development of resiliency in youth

- High expectations
- Caring and Support
- Meaningful participation within their communities
- Positive identification with cultural group

- It's okay to be confused. Gender and sexuality are very complex.
- Ultimately, you don't need to understand. You need to be able to provide compassionate support. Accept people for who they are, and treat them with human decency.
- Always remember that students are the experts on their own experience. If you're not sure what to do, ask the student how you can support them.



Before You Speak = is it true = is it helpful = s it inspiring = s st necessary = "it kind

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